

Appendix

Brookhaven Council Activities, March 2015-February 2016

Evaluation of Tenure cases:

Seven cases were presented to the Council. One of them, from CAD, was later withdrawn when the candidate left to accept a position at Fermilab. Of the remaining six cases that were evaluated the Departmental breakdown was as follows: 1 Biology, 1 Chemistry, 2 Physics, 2 CAD. Memos were submitted to the Laboratory Director, Doon Gibbs, 23 September 2015.

Communication with the Director:

The Laboratory Director and Deputy Director, Bob Tribble, met with incoming and outgoing Council officers (Bob McGraw, Guangyong Xu, Rich Ferrieri and Elaine Dimasi) March 11 to discuss past activities and future directions for the Council and special topics that included council representation, the LDRD review process, and communication between management and lab community. A second officers meeting was held in October that focused on LDRD and PD (Program Development) funding levels, RIF cases and one case of a dismissal for cause, Guest/Emeritus appointments, lab support for hosting conferences, and employee-raised concerns on service/cost of the CDC (Child Development Center). The annual Council/Lab Directorate dinner was not held in 2015, but all agreed at the October meeting that these dinners are a useful source of communication and should resume in early 2016.

Bob Tribble joined the regular March meeting for discussion of LDRD process and feedback to PIs, data/computing initiatives, food services, diversity, and other topics of interest.

Scientific Staff Matters:

Uniformity of tenure across the laboratory: The Council remains concerned that no tenure cases have ever been put forth by the CFN. Records show that CFN director Emilio Mendez met with Council on this issue back in October 2012, still no cases have been put forth since. Jim Misewich (Energy Sciences ALD) visited Council at its regular October meeting and is aware of the situation. He recommended a future meeting between Council, CFN director Mendez, and himself to discuss further. Recent reorganizations in Energy Sciences are expected to impact the timing and agenda for that visit.

Reductions in force: A number of RIF cases involving the scientific staff occurred throughout the year that included about 15 Continuing Appoints across the Biology, NSLS-II, Nonproliferation National Security, Condensed Matter (CMPMSD), and Physics Departments of the Laboratory. Although there were no RIFs of tenure staff, one individual was forced to transfer from CMPMSD to NSLS-II and another had his program (radiobiology) transferred to a university and accepted a faculty position there to move with it. The Council Chair attended all RIF meetings, a half dozen or so, throughout the year.

Bob Lincoln (Chief HR Officer) met with Council in May and again in July to discuss the RIF cases and changes in the Lab's benefits program attributed to contractual requirements, overall cost, and impact of the Affordable Care Act (ACA) on BNL employee health care.

Involuntary termination case: there was an involuntary termination of a continuing appointment from the Nuclear Science & Technology Department. Two Members of Council, including its Chair, served on a committee convened by HR to review the case.

Food Services: Amy Nunziata (head of F&O) with Council at its April meeting to discuss reasons for deterioration of food services at the Laboratory, which have since improved.

Guest & Emeritus appointments:

Anne Troutman and Bob Lincoln visited with Council at its January 2016 meeting to discuss issues concerning the legal aspects of employment and guest appointments. The key problem lies on the fact that as a government contractor, BNL cannot accept any “free work” and this has been more strictly monitored by DOL (Department of Labor) and IRS in recent years. Concern is that these restrictions could impact the availability of these appointments especially for members of the scientific staff who are close to retirement and can wish to remain productive.

Council records: previous council records (on paper) were discovered and the possibility of establishing a “historian” position in the council, responsible for keeping these records was discussed. The Council was also concerned that revisions of the scientific staff manual might be taking place without Council input. Following discussion with Bob Lincoln the Council passed the following motion at its November meeting: (i) The Council should be advised for any (pending) change(s) to the scientific staff manual.

LDRD Program:

Four members from Council participated in evaluation of LDRD proposals. These included one member from each Directorate and an outside representative requested by Council to represent Computational Sciences.

Goldhaber Fellowship:

There were no openings for Fellows in 2015. Kathi Barkigia, new Manager of the Goldhaber Fellowship, announced two new openings beginning around 1 April 2016, and anticipation of a third later in the year. Four Council members, one from each of the Directorates, have been selected for review of the April candidates, which is expected to begin in February.

Membership Apportionment:

A Committee was formed to examine current council representation from different departments and directorates. As no changes were made, the 2013 By-Laws apportionment remains in effect. Delay is mainly due to the frequent reorganizations of the Laboratory that have taken place throughout the year, including the addition of a new Directorate for Computational Science. Future Councils will at some time need to take up this issue.

Laboratory Retirement Committee:

At the October officers meeting with Doon there was general agreement that given the technical nature of the important decisions this Committee has to make the Council should have more continuity in its representation. The Council passed the following motion at its regular November meeting: (ii) The Council should appoint a member to the retirement committee for a term of two years. The appointment should be voluntary. In the case that no member volunteers for the post, the council chair will automatically take this responsibility.

Cyber Security:

At its December meeting Martin Purschke, chair of the Cyber Security Advisory Council gave a presentation on possible impacts of the Multi-factor Authentication requirements to be implemented in 2016.